

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH

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HOLIDAY PROVISION

FOR

**TREE TRIMMER
(HIGH VOLTAGE LINE CLEARANCE)**

IN

SAN DIEGO COUNTY

61-465-5
San Diego County

RECEIVED
Department of Industrial Relations

MAR 17 2006

Div. of Labor Statistics & Research
Chief's Office

AGREEMENT

BETWEEN

LOCAL UNION 465
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS

And

ASPLUNDH TREE EXPERT CO.

OCTOBER 28, 2005 to AUGUST 31, 2008

ARTICLE XI

Holidays

11.1 Employees with six (6) months' seniority shall be entitled to the following holidays off with pay when they fall on a workday:

New Year's Day (January 1st)
Washington's Birthday (3rd Monday in February)
Memorial Day (Last Monday in May)
Independence Day (July 4th)
Labor Day (1st Monday in September)
Thanksgiving Day (4th Thursday in November)
Day after Thanksgiving
Day before Christmas (December 24)
Christmas Day (December 25)
Three (3) Floating holidays

11.2 When any of the above holidays fall on a Sunday, the Monday following shall be observed as a holiday.

(a) When any one of the above holidays falls on a Saturday, an employee shall be entitled to have an additional day off with pay, such day to be scheduled with the mutual consent of the employee and his supervisor in charge.

11.3 An employee who is absent without a bona fide reason on the work day, either immediately preceding or following such holiday, shall not receive pay for the holiday.

11.4 Employees with six (6) months' seniority shall be entitled to three (3) floating holidays each year.

ARTICLE XII

Vacations

12.1 Employees covered by this Agreement shall be entitled to vacation pay as follows:

After one (1) year of continuous service – 5 days
After two (2) years of continuous service – 10 days
After ten (10) years of continuous service – 15 days

12.2 If a holiday occurs on a workday during an employee's vacation, such employee shall be entitled to an additional day of vacation and shall be compensated for the holiday as such.